

Subject:

Subject Leader

Will Broderick

Curriculum Intent

Our Careers Education programme is designed to inspire ambition, raise aspirations, and prepare every student for the opportunities and challenges of life beyond school. We aim to ensure that all students, regardless of background, have access to high-quality careers guidance and experiences that enable them to make informed decisions about their future. By aligning our provision with the Gatsby Benchmarks, we provide a structured and progressive approach that supports students from Year 7 through to Year 11.

The programme seeks to develop self-awareness, helping students understand their strengths, interests, and values, and how these relate to future opportunities. It broadens horizons by introducing students to a diverse range of careers and pathways, including academic, vocational, and technical routes. We place a strong emphasis on equipping students with essential employability skills such as communication, teamwork, problem-solving, and resilience, alongside an understanding of Labour Market Information and the qualifications required for emerging sectors. Ultimately, our intent is to ensure that every student leaves school confident, informed, and ready to take their next steps toward further education, training, or employment.

Curriculum Implementation

Our Careers Education programme is delivered through a carefully planned, term-by-term scheme of work that builds progressively across Key Stage 3 and Key Stage 4. Each year focuses on age-appropriate themes, ensuring continuity and development of knowledge and skills. Careers education is not confined to isolated events; it is embedded across the curriculum and supported by enrichment activities, employer engagement, and personalised guidance.

At Key Stage 3 (Years 7–9), students receive dedicated careers lessons as part of the PSHE curriculum. These lessons introduce the concept of careers, develop self-awareness, and explore pathways and Labour Market Information. Students learn how subjects link to careers and begin to understand the skills required for future employment. Activities include careers audits, goal-setting, and encounters with employers to broaden horizons.

At Key Stage 4 (Years 10–11), careers education continues through dedicated lessons and targeted interventions. These focus on employability skills, CV writing, interview techniques, and preparation for work experience. Students also receive personalised guidance on post-16 options, attend college and apprenticeship talks, and participate in university taster sessions. One-to-one careers interviews ensure that every student has tailored support to make informed decisions about their next steps.

In addition to classroom learning, students benefit from:

- Encounters with employers and employees through guest speakers, careers fairs, and workshops.
- Workplace experiences, including physical placements and virtual tours.
- Access to careers platforms such as Unifrog or Start Profile for research and planning.

- Mock interviews and application workshops to prepare for real-world scenarios.

Monitoring and evaluation are integral to implementation. We measure impact through student feedback, engagement tracking, and destination data, alongside regular reviews of the programme against Gatsby Benchmarks. Staff receive ongoing training to ensure careers education remains current and effective, and partnerships with local employers, colleges, and universities strengthen the authenticity and relevance of the experiences we provide.

Year & Half Term	Lesson Focus	Objectives & Activities	Gatsby Benchmark	Resources	Assessment Methods
Year 7 – Autumn 1	What is a career?	Understand what a career is and why work matters; Activities: Group discussion “Why do people work?”, create a career word cloud, watch short video on job sectors.	1	Careers PowerPoint, starter quiz	Q&A, reflection sheet
	Self-awareness audit	Identify personal strengths and interests; Activities: Complete skills audit worksheet, pair-share discussion, link hobbies to job roles.	3	Skills audit worksheet	Completed audit
Year 7 – Autumn 2	Intro to careers platforms	Learn to use Unifrog/Start; Activities: Teacher demo, students create profiles, search for three careers of interest.	2	Careers software	Practical task
	Careers in the curriculum	Understand subject-career links; Activities: Subject posters, teacher prompts, group activity linking subjects to jobs.	4	Subject posters	Group discussion
Year 7 – Spring 1	Guest speaker: “What is work?”	Engage with real-world examples; Activities: Q&A with guest speaker, reflection sheet.	5	Guest speaker, Q&A cards	Student feedback
Year 7 – Spring 2	Reflection & goal setting	Set goals for Year 8; Activities: Goal-setting template, personal action plan.	3	Goal-setting template	Written goals
Year 8 – Autumn 1	Labour Market Information	Understand job market trends; Activities: Explore LMI handouts, watch videos, quiz on sectors.	2	LMI handouts, videos	Quiz
	Careers carousel	Meet professionals; Activities: Rotate through employer stations, complete reflection log.	5	Employer volunteers	Observation checklist
Year 8 – Autumn 2	Virtual workplace tours	Explore workplaces; Activities: Online tours, VR headsets, discussion.	6	VR headsets, online resources	Reflection log

	Linking subjects to careers	See relevance of learning; Activities: Group presentation linking subjects to careers.	4	Subject-career link sheets	Group presentation
Year 8 – Spring 1	Preparing for GCSE options	Make informed choices; Activities: Options booklet review, decision-making activity.	3	Options booklet	Completed decision sheet
Year 9 – Autumn 1	Progression routes	Understand pathways; Activities: Careers pathways chart, discussion on post-16 options.	3	Pathways chart	Written summary
	Skills for the future workshop	Identify future skills; Activities: Workshop slides, skills cards, peer feedback.	4	Skills cards	Peer feedback
Year 9 – Autumn 2	Employer encounter (STEM)	Interact with employers; Activities: Q&A with STEM professionals, reflection sheet.	5	STEM professionals	Student Q&A
	Options evening with guidance	Receive tailored advice; Activities: Careers advisor meeting, action plan.	8	Careers advisor	Individual action plan
Year 9 – Spring 1	Reflection & action planning	Plan next steps; Activities: Planning template, goal-setting exercise.	3	Planning template	Completed plan
Year 10 – Autumn 1	CV writing workshop	Produce a CV; Activities: Use CV template, peer review.	3	CV template, laptops	CV submission
	Interview skills	Practice interviews; Activities: Role-play interviews, feedback session.	3	Role-play cards	Peer assessment
Year 10 – Autumn 2	Work experience prep	Prepare for placements; Activities: Review placement pack, checklist completion.	6	Placement pack	Checklist
	Employer engagement	Network with employers; Activities: Employer visit, Q&A session.	5	Employer visit	Reflection sheet
Year 10 – Spring 1	Mock interviews	Demonstrate interview skills; Activities: Formal mock interviews with feedback.	5	Interview room setup	Employer feedback
Year 11 – Autumn 1	Post-16 pathways overview	Understand options; Activities: Review post-16 booklet, quiz.	7	Post-16 booklet	Quiz
	College & apprenticeship talks	Explore opportunities; Activities: Attend talks, take notes.	7	Guest speakers	Student notes

Year 11 – Autumn 2	University taster sessions	Experience HE; Activities: University visit, reflection log.	7	University visit	Reflection log
	One-to-one careers guidance	Receive personal advice; Activities: Careers advisor meeting, guidance record.	8	Careers advisor	Guidance record
Year 11 – Spring 1	Finalising applications	Complete applications; Activities: Application forms, proofreading session.	3	Application forms	Completed application